

07/15/2017

Xochitt Avellan

Dear Xochitt,

On behalf of Green Dot Public Schools California ("Green Dot"), a California nonprofit public benefit corporation, I am pleased to offer you the full-time position of Area Superintendent of AIR. In this position, you will report directly to Annette Gonzalez, Chief Academic Officer. Your position will be based in Green Dot's home office at the address listed in the footer below. Green Dot believes that you will add great value to its mission to help transform public education so ALL students can graduate prepared for college, leadership and life. Your start date is anticipated to be 07/01/2017.

This Offer of At-Will Employment sets forth some of the terms and conditions that will govern your employment at Green Dot. Additional terms and conditions of your employment are set forth in Green Dot's Employee Handbook of Policies and Procedures ("Employee Handbook").

Base Salary: Your base salary will be \$145,000 per year, payable on the 10th and 25th of every month as is customary for salaried exempt employees of the Green Dot Public Schools and in accordance with normal payroll practices. Future salary progression, if any, is discretionary.

Your position is considered to be "exempt," therefore you will not be entitled to overtime pay, and you will be expected to work the hours necessary for the successful completion of your objectives.

Paid Time Off: You will be eligible for paid time off as set forth in the Employee Handbook.

Benefits: You may be eligible to participate in the Green Dot's benefits plans as outlined in the Employee Handbook and the Summary Plan Descriptions for each benefit plan. These documents will be provided to you upon eligibility. Typically, new employees are eligible for group health benefits (e.g., medical, dental, and vision) on the first day of employment. In the event that changes are made to any of the benefit plans, at the Green Dot's sole discretion, the changes will apply to you as they do to other employees.

Policy Adherence: Upon commencing employment with Green Dot, you will be required to review and acknowledge your agreement to abide by the policies as may currently exist or as may be modified or implemented from time to time, including, but not limited to, the Employee Handbook. Your agreement to these policies is a continued condition of your employment with the Green Dot.

During your employment with Green Dot, you agree not to utilize any confidential, proprietary, and/or trade secret information belonging to any former employers. You agree to advise Green Dot, in advance, of any confidentiality obligations you have with any former employers, and to fully abide by those obligations. If you have questions about what information you can use from former employers, you should request specific guidance from your direct supervisor or Green Dot's Human Resources Department before using any such information.

Employment "at-will" and other terms: In accepting this offer of At-Will Employment, you understand and agree that your employment with Green Dot will be "at will," which means that either you or Green Dot may end the employment relationship at any time, with or without notice and with or without cause. By signing below, you understand and acknowledge that, except for this letter, there is not and shall not

be any written contract between you and the concerning this offer of employment or your prospective employment, and that this letter is not intended to be and is not a contract of employment guaranteeing employment for any specific duration or any rights and/or benefits. You also agree that the terms of this Offer of At-Will Employment supersede any prior discussions or documents relating to your potential employment at Green Dot.

Workers' Compensation: The name, address, and telephone number of GDPS' workers' compensation insurance carrier is as follows:

Security National Insurance Company
Policy # SWC1050358
P.O. Box 2359
San Francisco, CA 94126
800-216-7700

Conclusion: Please sign electronically. If you have any questions, please call Human Resources at (323) 565-1607. I look forward to you joining Green Dot!

Sincerely,

Cristina de Jesus
Cristina de Jesus (Jul 17, 2017)

Cristina de Jesus, Ed.D.
President & Chief Executive Officer
Green Dot Public Schools California

Agreed to:

Martha Xochitl Avellan
Martha Xochitl Avellan (Jul 16, 2017)

Xochitt Avellan

Jul 16, 2017

Date